



REPORT TO

REGULAR BOARD

## H.M.06 - DISCONNECTING FROM WORK POLICY

*So all the skilled workers who were doing all the work on the sanctuary left what they were doing Exodus 36:4*

### Drafted

May 3, 2022

### Meeting Date

May 19, 2022

Lynda Coulter, Executive Superintendent of Human Resources

John Wujek, Superintendent of Education, Area 5 and Policy and Governance

### RECOMMENDATION REPORT

**Vision:** *IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope.*

**Mission:** *Nurturing the faith development and academic excellence of our Catholic learning community through the love of God, neighbour, and self.*



MULTI-YEAR STRATEGIC PLAN  
2022 - 2025

IN GOD'S IMAGE: Growing in Knowledge, with Justice and Hope



Brendan Browne  
Director of Education

Adrian Della Mora  
Associate Director of Academic  
Affairs & Chief Operating Officer

Derek Boyce  
Associate Director of Facilities,  
Business & Community Development

Ryan Putnam  
Chief Financial Officer & Treasurer

## A. EXECUTIVE SUMMARY

On December 2, 2021 Bill 27 – otherwise known as *Working for Workers Act*, 2021, S.O. 2021, c. 35 – Bill 27, received Royal assent. TCDSB has drafted a new policy “Disconnecting from the Workplace” to adhere to this act.

**The cumulative staff time required to prepare this report was 12 hours**

## B. PURPOSE

1. The Ministry of Labour has advised that as per Bill 27 – otherwise known as *Working for Workers Act*, 2021, S.O. 2021, c. 35 – Bill 27- employers who employ 25 or more employees are required to enact a policy that reflects Bill 27.

## C. BACKGROUND

1. On October 25, 2021 the Ministry of Labour advised through omnibus legislation that once Bill 27, if passed into law would enact changes to the workplace. This includes stipulations that employers who employ 25 or more employees are obligated to create a policy to reflect Bill 27 within 6 months of royal assent.
2. On December 2, 2021 Bill 27 received royal assent, effectively enacting the new legislation of *Working for Workers Act*, 2021, S.O. 2021, c. 35 – Bill 27.
3. When Bill 27 received royal assent, regulations within the *Working for Workers Act* were added to the current *Employment Standards Act*, 2000, S.O. 2000, C. 41.
4. Under the *Employment Standards Act*, employers are required to have a written policy on disconnecting from the workplace by June of the year the Bill received royal assent (June 2022).
5. Staff have asked for input from various stakeholders including employee associations regarding this policy.
6. On May 10, 2022, the Governance and Policy Committee reviewed this draft policy.

#### **D. EVIDENCE/RESEARCH/ANALYSIS**

1. A written copy of this policy will be retained by TCDSB for at least three (3) years after it is no longer in effect.
2. Staff will endeavour to review this policy on an annual basis and bring changes as per legislation and as necessary to the Board.
3. A full legal review resulted in the creation of this draft policy.

#### **E. METRICS AND ACCOUNTABILITY**

1. Human Resources Senior Staff will be evaluating this policy for effectiveness based on ongoing input and feedback.

#### **F. IMPLIMENTATION**

1. All employees will be provided with an electronic copy of this policy within 30 days of the policy being accepted by the Board, and subsequent changes will be sent to staff within 30 days of changes.
2. All new employees will be sent this policy within 30 days of their hire.

#### **G. COMMITTEE RECOMMENDATION**

The Governance and Policy Committee recommends that H.M.06 – Disconnecting from Work Policy provided in Appendix A be adopted.